



Human Rights Policy

Overview:

OSPL Nederland BV and OSPL UK Ltd is committed to respecting everyone's human rights in all aspects of our operations. We believe that we have a responsibility to ensure that human rights are understood and observed in the areas that we work, including those who are based outside our main country of operation.

We support the principles set out in the following international standards:

- UN Declaration of Human Rights
- UN Guiding Principles on Business and Human Rights

Scope:

This policy applies to all personnel OSPL Nederland BV and OSPL UK Ltd, including all directors, officers, employees (whether employed on a temporary, fixed term, permanent or part-time basis), workers and contractors.

Enforcement:

This policy is intended to protect OSPL Nederland BV and OSPL UK Ltd, our personnel and business partners. Given its importance, any breach of this policy may result in an investigation under OSPL's Discipline and Grievance policy (if applicable) and may result in disciplinary or (if you are not an employee) other enforcement action being taken against you.

Policy:

Our aim is to help increase the enjoyment of human rights within the communities in which we operate. At OSPL, it is every employee's responsibility to maintain a work environment that reflects respect for human rights and is free from all discrimination and harassment. If any employee believes that someone, either in OSPL Nederland BV and OSPL UK Ltd or one of our suppliers or a contractor is violating this Human Rights Policy and/or the law, they are asked to report it immediately to their manager.

We expect our suppliers and contractors to also have in place processes to enable their own staff to report any concerns.

As a manufacturing and services business, we have identified the following main areas of responsibility:

Equality, Inclusivity and Diversity:

Our commitment is to provide a safe and inclusive working environment where we do not discriminate on the basis of the 'protected characteristics'. The protected characteristics include gender, disability, race, colour, nationality, ethnic or national origin, sexual orientation, gender reassignment, religion or belief, age and pregnancy and maternity. We require our suppliers and contractors to comply with any local legislation which applies to equality and diversity as well as adhering to our behaviours and values, supporting us in the delivery of our commitment.

Labour rights:

We provide fair working conditions for our employees including terms and conditions of employment, remuneration, working hours, resting time, holiday entitlements, maternity/paternity leave and benefits; we comply with all applicable legislation. We require our suppliers and contractors to comply with all applicable local legislation as well as adhering to our behaviours and values, supporting us in the delivery of our commitment.

Wages:

OSPL Nederland BV and OSPL UK Ltd are committed to ensuring that their direct employees are not paid lower than that required by law. We require our suppliers to comply with all similar applicable legislation in the country in which they operate.

Forced Labour (Slavery):

OSPL Nederland BV and OSPL UK Ltd has a policy of zero-tolerance towards acts of modern slavery which are unlawful and are a violation of fundamental human rights. We require our suppliers and contractors to comply with all applicable local legislation as well as adhering to our behaviours and values, supporting us in the delivery of our commitment.

Safe and Healthy Workplace:

We are committed to delivering high standards of health and safety management and aim to continually improve our performance, always seeking to reduce risk. We believe in always doing the right thing and in doing it safely, without unnecessary risk to people's health and will comply with all relevant legislation.

Review:

This policy does not form part of any employee's contract of employment and may be amended at any time. OSPL will review this policy on a scheduled basis and may, at any time, withdraw this policy or publish replacement or revised versions of this policy to reflect developments in the business, or changes to legislation or procedures.